

**AMENDMENTS TO THE SPECIFICATION**

Please add the following paragraphs after Paragraph [0037].

[0038] Referring to Fig. 3, a functional diagram of HR subsystems that may be used in association with an expatriate selection system is shown. As shown in Fig. 3, HR subsystems may be implemented as a software module or component that provides features and functionality related to the identified area. A user at a workstation 300 may interact with each of the software modules or components to perform various HR tasks. The present invention may be implemented in a client-server application in which a client at a user workstation 300 allows a user to access one or more servers comprising HR subsystem software modules or components.

[0039] Each HR software module or component may access information from an associated database. Although each software module or component is shown with an associated database, the various software modules or components may be adapted to access information from a single database or from a lesser number of databases in which several software modules or components are adapted to access information from a single database which creates faster, more comprehensive data retrieval features and functionality as shown in Table 2. The associated databases may provide input to HR subsystem software modules or store output from HR subsystem software modules as shown in Table 2.

[0040] HR subsystem software modules provide input to other HR subsystem software modules or store output from an HR subsystem software module as shown in Table 2.

**Table 3: HR Subsystem Software Components**

Career Development Database 324	Data for management and administration of tools for career development subsystem including live, online versions of associates career plans and interests, and resources for development
Performance Management 302	Management and administration of tools for performance management subsystem. Associate rating information is considered.
Performance Management Database 304	Data for management and administration of tools for performance management subsystem including: performance histories, performance trends and distributions, results of assessments for employees or associates, job family checksheets, and critical success factor check sheets
Succession Planning 306	Management and administration of tools for succession planning subsystem, and linking successors to positions. Associate rating information, associate career development plans, associate proficiencies on critical success factors, associate work experience, associate education, associate career interests, and past development activities are considered.
Succession Planning Database 308	Data for management and administration of tools for succession planning subsystem including results of BARS
Development & Training 314	Management and administration of tools for development and training subsystem. Associate development activity is considered.
Development & Training Database 316	Data for management and administration of tools for development and training subsystem including results of various assessments, development plans, repository of development options.
Competency Management (Rewards Programs) 318	Management and administration of tools for rewards programs subsystem. Associate critical success factors and critical success factors for the position are considered.
Competency Management (Rewards Programs)	Data for management and administration of tools for rewards programs subsystem including methods for

Database 320	providing and tracking rewards for individuals.
Associate Profile 326	Management and administration of tools for associate profiles.

[0041] Each associate profile may include information regarding an associate's education, prior work experience, prior work experience within the company, current interests in addition to information regarding compensation, benefits, dependents, and related information.